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Programme budget for the biennium 2008-2009

Improving the effective and efficient delivery of the mandates of development-related activities and revised estimates relating to the programme budget for the biennium 2008-2009

Forty-first report of the Advisory Committee on Administrative and Budgetary Questions on the programme budget for the biennium 2008-2009

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on development-related activities (A/62/708), submitted in response to General Assembly resolution 62/236. In that resolution, recognizing the need for strengthening of the development pillar of the United Nations Secretariat and the importance of strategic planning, the Assembly requested the Secretary-General to provide a comprehensive proposal at the first part of its resumed sixty-second session with a view to improving the effective and efficient delivery of the mandates of the development-related activities of the Secretariat, including the Department of Economic and Social Affairs, the United Nations Conference on Trade and Development (UNCTAD), the regional commissions and the Development Account (General Assembly resolution 62/236, para. 73).

2. During its consideration of the report of the Secretary-General, the Committee met with the Under-Secretary-General for Management, who introduced the report, as well as other representatives of the Secretary-General. The Committee was informed that the Secretary-General's proposals had been elaborated under the guidance of the Deputy Secretary-General, who had led and coordinated the efforts of the departments/offices and the regional commissions involved in development-related activities. During its consideration of specific proposals under the different budget sections, the Committee also had the opportunity to interact, in person or by videoconference, with the concerned under secretaries-general or executive secretaries and their staff.

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3. The Committee recalls that, at the 2005 World Summit, world leaders reaffirmed their commitment to a strengthened United Nations and agreed to take action on a range of global challenges in the area of development, peace and security, human rights and humanitarian action, as well as to move forward with United Nations management reform (see General Assembly resolution 60/1). In this context, the Secretary-General proposed revised estimates to the programme budget for 2006-2007 under several budget sections (1, 2, 3, 11, 16, 23, 28A, 28C, 28D, 28E, 28F and 29) (A/60/537), but not for those sections related to development, and the General Assembly took action on those and other subsequent proposals submitted by the Secretary-General in response to General Assembly resolution 60/1. The Committee also recalls the Secretary-General's initiatives on restructuring the Department of Peacekeeping Operations (see A/61/858 and Corr.1; A/61/937; and General Assembly resolution 61/27) and strengthening the Department of Political Affairs (see A/62/521 and Corr.1; and A/62/7/Add.32). The General Assembly took action on the proposals for the Department of Peacekeeping Operations (resolution 61/279), while those relating to the Department of Political Affairs are currently before the Assembly.

4. In paragraphs 1 to 10 of his report (A/62/708), the Secretary-General sets out the context, scope and rationale underpinning his proposals for improving the effective and efficient delivery of the mandates of the development-related activities of the United Nations Secretariat. The Secretary-General emphasizes that the report should not be viewed as an isolated exercise, but as part of his broader effort to improve the capacity and functioning of the United Nations system. He believes that there is a need for systematic efforts to scale up the capacity of the Organization to deliver its mandates and to respond effectively to new and emerging challenges in all three core areas of its work, namely, peace and security, development and human rights and humanitarian affairs.

5. The Secretary-General indicates that the United Nations system plays a critical role in shaping the broad development agenda and has emerged as the principal source of normative and analytical work on development and the chief provider of development cooperation. With the achievement of policy consensus on development goals through major United Nations conferences and the commitment of world leaders to the global partnership for development, the mandates and responsibilities of the Secretariat related to the development pillar have continued to grow. He also indicates that there has been an erosion in the resources devoted to development activities, owing in part to budgetary constraints. As a result, critical gaps have arisen which constrain the ability of the Secretariat to adequately undertake its mandated activities in a number of key areas and to respond effectively to these emerging and new issues and challenges. This imbalance between resources and mandates has been partially addressed through efforts to make efficient use of resources by restructuring and redeployment, as well as through improved intra-secretariat coordination and collaboration, including through the Executive Committee on Economic and Social Affairs. While such efforts will continue, the Secretary-General indicates that the imbalance between responsibilities and resources can no longer be adequately addressed through such measures.

6. The Committee requested additional details on the evolution of the approved appropriations and staffing levels of the development-related budget sections over the past 10 years. These are provided in annexes I and II. As shown in table 1 below, the combined initial appropriation for the development-related sections of the regular budget went from $551 million in 1998-1999 to $744 million in 2008-2009.

As a percentage of the total United Nations budget appropriation, it decreased from 21.8 per cent in the biennium 1998-1999 to 17.8 per cent in 2008-2009. Over the same period, the proportion of posts under these budget sections went down from 33.5 per cent to 29.9 per cent of the approved staffing for the Secretariat. Table 1 also reflects the proposed resources for the current biennium.

Table 1
Combined requirements for development-related sections of the regular budget

	Total United Nations	*Development-related sections*[a]	
Initial appropriation	*United States dollars*		*Percentage*
1998-1999	2 532 331 200	550 810 600	21.8
2008-2009	4 171 359 700	744 058 700	17.8
Proposal	4 196 930 700	765 358 000	18.2
Posts	*Total United Nations*	*Development-related sections*	*Percentage*
1998-1999	8 792	2 949	33.5
2008-2009	9 923	2 871	29.9
Proposal	9 998	3 021	30.2

[a] Includes sections 9, 10, 11, 12, 17 18, 19, 20 and 21. Does not include the share of costs for central support services for New York or Geneva-based offices, which are included under sections 28D and 28E respectively, or the share of costs under staff assessment.

7. The Secretary-General indicates that General Assembly resolution 62/236 provides him an opportunity to address the critical gaps which have been identified in the following seven key areas, as detailed in paragraphs 13-30 of his report:

(a) Efforts to achieve the Millennium Development Goals;

(b) Economic development, trade and finance;

(c) South-South economic cooperation and integration;

(d) Gender and development;

(e) Environment, climate change and sustainable development;

(f) Regional dimensions of development;

(g) Supporting intergovernmental processes.

8. Furthermore, he indicates that his proposal does not involve modifications to the existing logical frameworks under individual subprogrammes; rather, it is intended to strengthen further complementarity, interrelation and synergy between its components. Moreover, most of the proposed new activities are not presented in the form of final outputs, which would be done at a later stage and reported as appropriate in the programme performance report for the biennium 2008-2009. Upon enquiry, the Committee was informed that this was in accordance with rule 106.2 (b) of the regulations and rules of the planning, programming, budgeting, monitoring and evaluation cycle.

9. The proposal of the Secretary-General involves strengthening capacities as well as some structural changes and limited redistribution of functions and resources. It is indicated that efforts were made to ensure that the additional

resources proposed provide direct programmatic support and avoid duplication. In this connection, the Committee notes that a majority of the posts proposed are at the Professional level (P-2 to P-5, National Professional Officers) and are intended to perform substantive activities.

10. **Between the time the General Assembly adopted resolution 62/236 in December 2007 and the issuance of the report in February 2008, the Committee recognizes that the Secretary-General had limited time to prepare the report requested by the Assembly for its consideration at the first part of its resumed sixty-second session. As a result, in some areas the Committee finds the Secretary-General's report to be lacking in analysis and presentation of detailed information. However, upon request, the Committee was provided with additional information that facilitated a better understanding of the proposals. As pointed out in paragraphs 22-25 below, the Committee has identified certain areas in which the Secretary-General's report should have provided better clarification on the division of roles and coordination among respective departments and other entities charged with implementing development-related activities, such as the Department of Economic and Social Affairs, UNCTAD, the International Trade Centre UNCTAD/WTO, the regional commissions, as well as the funds and programmes. In addition, the Committee has pointed out the lack of clarity on how the proposed organizational arrangements, especially those relating to the Office of the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States and the Office of the Special Adviser on Africa, facilitate the effective implementation of mandated programmes and activities. The Committee is therefore recommending that the General Assembly request the Secretary-General to provide information on coordination issues in the context of the budget proposals for the biennium 2010-2011.**

Organizational adjustments

11. The Advisory Committee notes that the Secretary-General has undertaken an alignment of the organizational structures, bringing under the leadership of the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States the functions currently separately entrusted to the Special Adviser on Africa to support implementation of the New Partnership for Africa's Development (NEPAD). According to the Secretary-General, such an organizational adjustment is intended, inter alia, to improve clarity and coherence of functions, reinforce advocacy and enable greater inter-agency coordination and donor contacts to mobilize support for Africa's development, and to least developed countries, landlocked developing countries and small island developing States. The Secretary-General further states that this approach would strengthen the Organization's ability to deliver efficiently, while at the same time respecting the distinctive character of the programmes implemented by the Office of the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States and the Office of the Special Adviser on Africa. As a result of this initiative, the Secretary-General is proposing that the post of Special Adviser on Africa and a General Service post (Other level) be discontinued and the related resources be reprogrammed to strengthen the Office.

12. The Committee also notes the proposed adjustments with respect to the division of labour between the Department of Economic and Social Affairs, the Office of the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States and UNCTAD regarding

the activities of these entities in support of least developed countries, landlocked developing countries and small island developing States. In particular, the Secretary-General has also designated the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States to serve as Special Representative to UNCTAD, placing under his leadership the UNCTAD Liaison Office in New York, as well as a focal point on all economic and social issues related to Africa at United Nations Headquarters. Furthermore, the Secretary-General has decided temporarily to lend the post of Deputy Secretary-General of UNCTAD (Assistant Secretary-General) to the United Nations Office at Geneva.

13. The Committee recalls that the development of Africa is one of the mandated priorities established by the General Assembly. In this connection, the General Assembly established the Office of the Special Adviser on Africa as the global advocate for and a mechanism to support NEPAD (see Assembly resolution 57/7 and 57/300). The Committee also recalls that at the Millennium Summit and the 2005 World Summit, the General Assembly affirmed its commitment to effectively address the special needs of Africa and to place the continent on track towards meeting the Millennium Development Goals, with a view to enabling the continent to enter the mainstream of the world economy (see Assembly resolutions 55/2, paras. 27 and 28; and 60/1, para. 68). On several occasions the General Assembly has also requested the Secretary-General to strengthen the Office of the Special Adviser on Africa (see Assembly resolutions 60/222, para. 33; and 61/229, para. 30). The Committee further notes that the Assembly has repeatedly called upon the Secretary-General to fill the position of the Special Adviser on Africa as a matter of priority (see Assembly resolutions 62/179, para. 35; and 62/236, para. 83). In order to assess progress made to date in meeting the special needs of Africa, the Committee notes that in its resolution 62/242 the General Assembly decided to convene a high-level meeting on 22 September 2008.

14. The Advisory Committee recalls that the Office of the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States is mandated by the General Assembly and the Economic and Social Council to follow up on the implementation of the programmes of action adopted at Brussels, Almaty and in Barbados, as well as the Mauritius Strategy for the Further Implementation of the Programme of Action for the Sustainable Development of Small Island Developing States in order to address the special needs of the least developed countries, landlocked developing countries and small island developing States, as well as countries with economies in transition.

15. **The Advisory Committee points out that the organizational changes proposed for the Office of the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States and the Office of the Special Adviser on Africa are inconsistent with the relevant decisions taken by the General Assembly. As presented in the report, the Secretary-General's initiative does not provide supporting analysis and rationale for the realignment of such a range of mandates and disparate functions. The Committee is concerned that the Secretary-General's initiative could undermine the required dedicated high-level attention necessary to ensure adequate advocacy and mobilization of international support to address the special needs of these groups of Member States.**

16. **Concerning the post of Assistant Secretary-General of UNCTAD, the Advisory Committee recalls that, in its resolution 62/236 (para. 84), the General**

Assembly took note with serious concern of the decision of the Secretary-General to temporarily lend the post of Assistant Secretary-General from UNCTAD to the United Nations Office at Geneva and the adverse implications that could have on programme delivery, and requested the Secretary-General to restore the post and to undertake urgent measures to fill the post as a matter of priority. The Committee requested but did not receive information on the status of implementation of the Assembly's request. It therefore requests that such information be provided to the General Assembly at the time of its consideration of the present report.

17. **In its consideration of the Secretary-General's proposals under the relevant sections of the programme budget, the Advisory Committee has been guided by the mandates established by the General Assembly and has taken into account its comments and observations above.**

II. Proposed revised estimates relating to the programme budget for the biennium 2008-2009

A. General

18. The Secretary-General's proposals require additional post and non-post resources amounting to $25,571,000 gross ($23,224,300 net), for the 18-month period from 1 July 2008 to 31 December 2009, distributed among the following 12 budget sections: 9 (Economic and social affairs); 10 (Least developed countries, landlocked developing countries and small island developing States); 11 (United Nations support for the New Partnership for Africa's Development); 12 (Trade and development); 17 (Economic and social development in Africa); 18 (Economic and social development in Asia and the Pacific); 19 (Economic development in Europe); 20 (Economic and social development in Latin America and the Caribbean); and 21 (Economic and social development in Western Asia); 28D (Office of Central Support Services); 28E (Administration, Geneva); 35 (Staff assessment). The Committee notes that, in accordance with established procedures, the resource estimates for new posts are established on the basis of a 50 per cent vacancy rate for Professional and 35 per cent for General Service staff and National Officers. The full costs of the Secretary-General's proposals would therefore amount to $52,472,500. Table 2 provides a summary of the resource implications of the Secretary-General's proposals. A breakdown of the resources proposed by budget section is provided in annex III.

Table 2
Summary of resource implications of the Secretary-General's proposals on posts

Posts	*Total*	*Level*
Existing posts	3 626	1,591 Professional, 964 General Service and 1,071 other categories:
		9 Under-Secretary-General; 5 Assistant Secretary-General; 27 D-2; 121 D-1; 293 P-5; 879 P-4/3; 257 P-2/1; 89 Principal Level; 875 Other level; 4 National Officer; 964 Local level; 3 Field Service; 100 Trades and Crafts
New posts requested	152	108 Professional, 3 General Service and 39 other categories:
		5 D-1; 23 P-5; 44 P-4; 32 P-3; 5 P-2/1: 4 Other level; 22 National Officer; 17 Local level
Posts proposed to be abolished	2	1 Under-Secretary-General, 1 Other Level

Resources	*(United States dollars)*
Approved resources 2008-2009[a]	1 535 258 500[a]
Additional resources	25 571 000
Delayed impact of posts	26 901 500
Full costs for a biennium	52 472 500

[a] Includes total approved resources for the biennium 2008-2009 for sections 9, 10, 11, 12, 17, 18, 19, 20, 21, 28D, 28E and 35.

19. Non-post resources total $9,729,700, reflecting an increase of 1.3 per cent over the resources approved for 2008-2009. A breakdown of non-post resources by object of expenditure is shown in table 3.

Table 3
Non-post resources by object of expenditure
(United States dollars)

Object of expenditure	*Initial appropriation*[a]	*Change*	*Revised estimate*[a]	*Percentage*
Other staff costs	16 699 000	446 900	17 145 900	2.7
Consultants and experts	15 776 100	1 804 000	17 580 100	11.4
Travel of representatives	3 115 100	—	3 115 100	0.0
Travel of staff	11 340 700	1 048 800	12 389 500	9.2
Contractual services	38 488 200	212 600	38 700 800	0.6
General operating expenses	170 231 200	2 491 300	172 722 500	1.5
Hospitality	239 500	—	239 500	0.0

Object of expenditure	*Initial appropriation*[a]	*Change*	*Revised estimate*[a]	*Percentage*
Supplies and materials	13 136 800	156 700	13 293 500	1.2
Furniture and equipment	17 979 100	1 222 700	19 201 800	6.8
Grants and contributions	9 685 800	—	9 685 800	0.0
Other	461 366 000	2 346 700	463 712 700	0.5
Total	**758 057 500**	**9 729 700**	**767 787 200**	**1.3**

[a] Includes total approved resources for biennium 2008-2009 for sections 9, 10, 11, 12, 17, 18, 19, 20, 21, 28D, 28E and 35.

20. The above estimates are based on the assumption that the new posts proposed are to be effective from 1 July 2008. However, as noted above, the Secretary-General's proposals will not be reviewed by the General Assembly before the main part of its sixty-third session. **The Committee therefore recommends that the costing basis for the new posts approved, as well as the related non-post resources, be adjusted accordingly.**

21. In the paragraphs below, the Committee makes comments of a general nature on certain issues that cut across several sections.

Climate change

22. The Secretary-General is requesting 17 posts to deal with climate change issues, as follows: 1 P-5, 5 P-4 and 1 P-3 under section 9; 2 P-4 under section 11; 1 D-1 and 1 P-4 under section 12; 1 P-4 under section 19; 1 P-5, 2 P-3 and 1 P-2 under section 20; and 1 P-4 under section 21. The Committee requested clarifications on the role of the United Nations Secretariat departments in this regard as compared to the specialized agencies and other entities of the United Nations system dealing with the environment and climate issues. It was informed that the Secretary-General's present report addresses the economic, social and environmental aspects of climate change, which are firmly rooted in the mandates on sustainable development. Upon enquiry, the Committee was also informed that this work does not duplicate that of other parts of the United Nations system, such as the secretariat of the United Nations Framework Convention on Climate Change, the United Nations Environment Programme (UNEP), the Intergovernmental Panel on Climate Change and the United Nations Development Programme (UNDP). These entities deal with different aspects of the issue, including scientific aspects, the global negotiating process and the environmental impact of climate change, as well as issues related to country-level technical assistance and increased financing for climate change mitigation and adaptation.

23. **The Committee is aware of the global and cross-cutting nature of climate change issues. It is nevertheless of the view that there is a need to ensure coherence in addressing this issue both within the Secretariat and within the United Nations system. Accordingly, the Committee recommends that the Secretary-General be requested to submit details on coordination mechanisms for ensuring a coherent approach in undertaking and implementing mandates related to climate change, both within the Secretariat and within the United**

Nations system in the context of the proposed programme budget for the biennium 2010-2011.

Knowledge management

24. Resources for knowledge management are proposed under several budget sections to accomplish a variety of functions, such as establishing a knowledge management strategy, supporting knowledge networks, developing communities of practice or disseminating information. The Committee is aware that new tools (enterprise content management (ECM)) are in the process of being implemented in order to facilitate knowledge management, mainly for the substantive areas of the organization. As indicated by the Secretary-General in his report on the information and communications technology (ICT) strategy for the Secretariat, the Organization's knowledge management programme aims to provide the enabling policies, work processes, standards and technological tools for knowledge management activities, while departments and offices provide and own substantive content (see A/62/793, paras. 20 and 56). **While the Committee believes that a more effective means of capturing and disseminating information is needed, it should not be assumed that additional capacity is implicitly required in order to use new technology. The Committee stresses the need to clearly define what knowledge management entails and to ensure that knowledge management standards and tools are harmonized within the Organization.**

Statistics

25. Statistical functions are proposed to be strengthened across several sections. The Committee notes that the Secretary-General's proposals take into account Economic and Social Council resolution 2006/6, in which the Council affirmed that without a coordinated effort to enhance and sustain statistical capability in many developing countries and countries with economies in transition, effective monitoring of progress towards national as well as internationally agreed development goals, including the Millennium Development Goals, would be compromised. It called upon the United Nations system, including the United Nations Statistics Division and the regional commissions and international agencies, to support national efforts in building and strengthening national statistical capacity, in particular of developing countries (see A/62/708, para. 100).

26. **The Committee recalls that supporting the global statistical system is one of the four core areas of work of the Department of Economic and Social Affairs (see A/62/7, para. IV.7). It emphasizes that collaboration between the Department of Economic and Social Affairs and other parts of the Secretariat such as UNCTAD and the regional commissions, as well as entities of the United Nations system, would allow the Organization to respond to demands from Member States more effectively and utilize existing capacity more efficiently.**

27. **The Committee recommends that the Secretary-General be requested to present, in the context of the proposed programme budget for the biennium 2010-2011, the arrangements for coordination in the area of statistics within the Secretariat and with outside entities. The Secretary-General should elaborate on the means by which the Department of Economic and Social Affairs can fully discharge its central role and provide guidance to the Organization in this area of work.**

B. Revised estimates by section

Section 9
Economic and social affairs

Table 4
Summary of requirements under section 9, Economic and social affairs

Posts	*Number*	*Level*
Existing posts	537	1 Under-Secretary-General, 3 Assistant Secretary-General, 10 D-2, 34 D-1, 66 P-5, 88 P-4, 66 P-3, 48 P-2/1, 33 General Service (Principal Level), 188 General Service (Other level)
Proposed new posts	33	7 P-5, 20 P-4, 6 P-3
Total proposed posts	570	1 Under-Secretary-General, 3 Assistant Secretary-General, 10 D-2, 34 D-1, 73 P-5, 108 P-4, 72 P-3, 48 P-2/1, 33 General Service (Principal Level), 188 General Service (Other level)

Resources	*(United States dollars)*
Initial appropriation	158 384 800
Additional resources	5 464 700 (Including 450 000 for consultants and 137,700 for travel of staff)
Revised estimates	163 849 500

28. A summary of the specific proposals for the Department of Economic and Social Affairs is provided in paragraph 49 of the Secretary-General's report.

Executive direction and management

29. The Secretary-General indicates that there is a need to strengthen the strategic planning capacity in the economic and social field in order to assist the entities of the Executive Committee on Economic and Social Affairs to build stronger collaboration and partnerships. A Strategic Planning Unit is proposed to be created in the Office of the Under-Secretary-General to support the Under-Secretary-General in coordinating department-wide activities in key cross-cutting issues with a staffing establishment of five posts as follows:

(a) One P-5 Senior Programme Officer post, to function as Secretary for the Executive Committee on Economic and Social Affairs and to provide substantive support to the Under-Secretary-General as convener of the Executive Committee;

(b) One P-5 Senior Programme Officer to coordinate and lead the work of the Department and strengthen its capacity in the area of climate change;

(c) One P-5 Senior Programme Officer to coordinate the work of the Department on achieving the Millennium Development Goals and national development strategies;

(d) One P-5 Senior Programme Officer to coordinate the work of the Department on the relationship between development, conflict prevention, peacebuilding and post-conflict reconstruction;

(e) One P-4 Programme Officer to provide direct substantive support to the Under-Secretary-General and Assistant Secretaries-General in key policy development activities and senior United Nations management processes, and also serve as the Department's Policy Committee focal point.

30. With respect to the proposal to establish a P-5 post for the Secretary of the Executive Committee on Economic and Social Affairs, the Advisory Committee was informed that the Executive Committee does not have dedicated support capacity. **The Committee considers that the three additional P-5 Senior Programme Officer posts proposed in the policy planning unit should provide sufficient capacity to support the Under-Secretary-General. It therefore recommends that the functions of Secretary for the Executive Committee on Economic and Social Affairs be provided through general temporary assistance at the P-4 level for a period of 12 months. It further recommends that the Secretary-General be requested to demonstrate the impact of this function on improved coordination and to justify, if necessary, the continued requirements for this position in the context of the proposed programme budget for the biennium 2010-2011.**

31. The Committee recalls that, in its resolution 57/300, the General Assembly had endorsed Action 17 of the Secretary-General's report on strengthening of the United Nations: an agenda for further change (A/57/387), by which it was proposed to establish a policy planning unit in the Department of Economic and Social Affairs. The Committee sought clarifications on the reason why the unit had not yet been established. It was informed that the Department had attempted to perform the strategic planning functions from within existing resources but that this had not proved to be feasible. **In view of the key role of the Department in the United Nations development agenda and the breadth of its subject areas and responsibilities, the Committee recognizes the need to strengthen the core management and strategic planning functions of the Department and recommends approval of the four posts (3 P-5 and 1 P-4) proposed for the policy planning unit.**

Subprogramme 1
Economic and Social Council support and coordination

32. By paragraph 155 of the World Summit outcome (General Assembly resolution 60/1), the General Assembly added new responsibilities to the Economic and Social Council, including the annual ministerial reviews of the implementation of the commitments and outcomes of the major United Nations conferences and summits and a biennial high-level Development Cooperation Forum. The Secretary-General proposes three additional posts to strengthen the overall capacity of the Office for Economic and Social Council Support and Coordination in meeting these new demands and to better support the Council:

(a) One P-4 Programme Officer in the Policy Coordination Branch to coordinate the preparation of analytical reports and the global assessments and evaluations of progress for the annual ministerial reviews;

(b) One P-4 Programme Officer in the Development Cooperation Policy Branch to direct preparations of the comprehensive statistical analysis of the financing of operational activities of the United Nations system and the statistical analysis contained in the analytical report for the Development Cooperation Forum;

(c) One P-4 Programme Officer in the Development Cooperation Policy Branch to coordinate the analytical preparations, as well as content management for the dedicated website for the Development Cooperation Forum.

The Committee recommends approval of the posts proposed under subprogramme 1.

Subprogramme 2
Gender issues and the advancement of women

33. The Secretary-General proposes five additional posts in the Office of the Special Adviser on Gender Issues and Advancement of Women to strengthen the delivery capacity of mandated activities related to the monitoring implementation of Security Council resolution 1325 (2000) on women, peace and security and to meet the increased demand for advice on gender mainstreaming as follows:

(a) One P-4 and one P-3 Social Affairs Officer to support the Special Adviser on Gender Issues and Advancement of Women on gender mainstreaming issues;

(b) One P-5 Senior Social Affairs Officer in the area of women, peace and security to act as the programme leader responsible for monitoring implementation of Security Council resolution 1325 (2000);

(c) One P-4 Social Affairs Officer in the area of women, peace and security to prepare analytical materials and maintain liaison and partnerships with United Nations entities, regional organizations, civil society and women's associations and to monitor national implementation of Security Council resolution 1325 (2000);

(d) One P-4 Social Affairs Officer to support the work of the Focal Point for Women.

34. An additional two posts are proposed in the Division for the Advancement of Women to strengthen the delivery capacity of mandated activities, including the preparation of additional publications and technical materials as well as other resources in the areas of violence against women and women in development, as follows:

(a) One P-4 Economics Affairs Officer, to undertake research and analysis in the Gender Analysis Section, in the area of women in development;

(b) One P-3 Social Affairs Officer to strengthen the analytical capacity of the Women's Rights Section, in the area of violence against women.

35. As indicated by the Secretary-General in his report, this subprogramme is implemented by the Office of the Special Adviser on Gender Issues and Advancement of Women and the Division for the Advancement of Women. The Committee requested clarification on the need for two distinct entities under this subprogramme and their respective roles and responsibilities. Upon enquiry, it was informed that the Division for the Advancement of Women is the Secretariat unit which provides substantive servicing to the Commission on the Status of Women, the Economic and Social Council and the General Assembly on issues related to gender equality and the advancement of women. The Office of the Special Adviser on Gender Issues and Advancement of Women was established by the Secretary-General in response to requests from the Member States contained in the Beijing Platform for Action to assume responsibility for coordination of policy within the United Nations for the implementation of the Platform for Action and for the

mainstreaming of a system-wide gender perspective in all activities of the United Nations, taking into account the mandates of the bodies concerned.

36. **The Committee considers that splitting responsibility for the subprogramme between the Office of the Special Adviser on Gender Issues and Advancement of Women and the Division for the Advancement of Women lacks clarity and does not provide clear leadership. Furthermore, it appears that the Office of the Special Adviser on Gender Issues and Advancement of Women and the Division for the Advancement of Women may address overlapping issues. The Committee questions whether the organizational structure is designed to optimize efficient utilization of its existing staffing component of 37 posts (1 ASG, 1 D-2, 3 D-1, 5 P-5, 5 P-4, 3 P-3, 5 P-2/1, 14 GS (Other level)). It believes that the impact of the activities of the subprogramme could be enhanced through a more focused and coherent approach, and that there is a need to review and streamline its organizational arrangements. The Committee recommends that the Secretary-General be requested to carry out such a review and to submit fully justified proposals for a new structure in the proposed programme budget for the biennium 2010-2011. Pending the outcome of the review, the Committee recommends against the posts proposed under subprogramme 2, except for one P-4 Social Affairs Officer for gender mainstreaming and one P-4 Social Affairs Officer under women, peace and security in the Office of the Special Adviser on Gender Issues and Advancement of Women and one P-3 Social Affairs Officer in the area of violence against women in the Division for the Advancement of Women.**

Subprogramme 3
Social policy and development

37. It is proposed to strengthen the secretariat of the United Nations Permanent Forum on Indigenous Issues in order to provide more effective and efficient support to the implementation and monitoring of the recommendations of the Permanent Forum and of the internationally agreed development agenda, including the Millennium Development Goals. One P-4 Social Affairs Officer is proposed to carry out activities related to technical cooperation and awareness-raising, as well as the preparation of analytical papers and coordination of the submission of information by member States. **The Committee recommends approval of this proposal.**

Subprogramme 4
Sustainable development

38. The Secretary-General proposes to enhance the Organization's capacity to respond to the needs of Member States with respect to the monitoring of the progress made in meeting the internationally agreed goals and objectives in climate change, the Mauritius Strategy and the Johannesburg Plan of Implementation, and to fill gaps in the 10-year framework of programmes on sustainable consumption and production. The proposed additional requirements provide for four additional staff as follows:

(a) One P-4 Sustainable Development Officer in the Energy and Transport Branch to develop analytical tools and capacity for cleaner energy technologies, policy options and measures for developing countries, as well as to coordinate work on climate change, both within the Division for Sustainable Development and with other United Nations entities to avoid duplication and ensure coherence in programme delivery;

(b) One P-3 Sustainable Development Officer in the Energy and Transport Branch to develop analytical capacity/methodologies for assessment of climate change related risks and damages and appropriate adaptation strategies, including for small island developing States;

(c) One P-4 Sustainable Development Officer in the Water, Natural Resources and Small Island Developing States Branch for providing advisory services, data gathering, research, analysis, capacity-building, and support in the area of climate change and its impact on sustainable development of small island developing States and management of the country and regional data of the three small island developing States regions: the Atlantic, Indian Ocean, Mediterranean and South China Seas; the Caribbean; and the Pacific;

(d) One P-4 Sustainable Development Officer in the Policy Integration and Analysis Branch to provide analytical work and policy formulation support at this phase of the Marrakech Process on sustainable consumption and production.

The Committee recommends approval of the proposals under subprogramme 4.

Subprogramme 5
Statistics

39. The Statistics Division of the Department of Economic and Social Affairs is the focal point for the global statistical system, including the coordination of global statistical activities, capacity development programmes at country level, and the development of the global knowledge base for official statistics. The Division is requesting additional resources in order to respond to new demands for statistical services, such as the development of indicators relating to the internationally agreed development goals, including the Millennium Development Goals, and the production of statistics on climate change, as well as new demands for geographical information. Four additional posts are proposed in the Office of the Director as follows:

(a) One P-4 Statistician to manage and develop the Division's Millennium Development Goals coordination programme;

(b) One P-4 Statistician responsible for the technical work of ensuring quality, accuracy and timeliness of databases, websites, metadata and platforms for national databases;

(c) One P-3 Statistician responsible for the methodological and analytical work related to internationally agreed development goals, including the Millennium Development Goals;

(d) One P-3 Statistician to work on improving collaboration at the international and national levels on spatial data requirements and developing technical guidelines for United Nations agencies and countries.

One additional P-4 Statistician post is proposed in the Environment and Energy Statistics Branch to manage and develop monitoring capacity in the emerging area of climate change. **The Committee recognizes the importance of strengthening statistical capacities in the Department of Economic and Social Affairs with a view to ensuring coherence throughout the United Nations system, as well as supporting Member States effectively (see paras. 26-27 above) and therefore recommends approval of these proposals.**

Subprogramme 6
Population

40. The subprogramme is providing support for a number of new activities in relation to international migration and development, as well as the elaboration of indicators regarding the Millennium Development Goals. Additional resources are requested to increase the capacity of the subprogramme for the production of international migration trends, compiling information to support policy decisions and providing advisory and support services. One additional P-4 Population Officer post is proposed in the Migration Section (A/62/708, paras. 110-112) to strengthen the capacity of the section to address the increasing workload of the subprogramme in the area of international migration and development. This includes, inter alia, carrying out assessments on progress made in achieving the internationally agreed goals and objectives on international migration and development as mandated by resolution 2006/2 of the Commission on Population and Development and strengthening support provided to the General Assembly's High-level Dialogue on International Migration and Development. **The Committee recommends approval of this proposal.**

Subprogramme 7
Development policy and analysis

41. The Development Policy and Analysis Division is the main development research division of the United Nations Secretariat and has been entrusted with leadership in the newly established Millennium Development Goals Gap Task Force. Additional resources are requested to enhance the Division's role as regards monitoring of Millennium Development Goals and capacity-building in support of national development strategies, as well as to address new cross-cutting areas such as climate change, conflict and post-conflict reconstruction. The Secretary-General proposes two additional posts as follows:

(a) One P-4 Economic Affairs Officer in the Office of the Director for strengthening capacity-building through the development and improvement of macro-micro modelling frameworks and their adaptation to specific country contexts;

(b) One P-4 Economic Affairs Officer in the Global Economic Monitoring Unit to address current gaps in the Unit's capacity to implement and maintain a revised and updated global modelling system and to analyse global policy issues.

The Committee recommends acceptance of the Economic Affairs Officer (P-4) in the Global Economic Monitoring Unit on the basis of the justifications provided by the Secretary-General. In view of the capacity that exists in the Development Policy and Analysis Division (27 Professional posts: 1 D-2; 3 D-1; 5 P-5; 13 P-4/3; 5 P-2/1), the Committee considers that there is scope for making adjustments to cover the functions of the other proposed post. Furthermore, the Committee is of the view that the regional commissions and UNCTAD also have some capacity to cover this area and recommends that efforts be made to intensify cooperation and coordination between the relevant offices. The Committee therefore recommends against the Economic Affairs Officer (P-4) in the Office of the Director.

Subprogramme 8
Public administration and development management

42. The Committee notes that one P-4 post is proposed to be redeployed to subprogramme 9, Sustainable forest management, following the refocusing of the work of the subprogramme (see also para. 43 below).

Subprogramme 9
Sustainable forest management

43. This subprogramme has a new role as regards facilitating the implementation of General Assembly resolution 62/98 on the non-legally binding instrument on all types of forests as well as the multi-year programme of work of the United Nations Forum on Forests for the period 2007-2015. An additional two posts are proposed for the secretariat of the United Nations Forum on Forests as follows:

(a) One P-5 Senior Forest Affairs Officer, responsible for the implementation and coordination of activities related to the implementation of the non-legally binding instrument on all types of forests, as well as for servicing the Bureau of the Forum and to act as the contact person for bilateral collaborative activities with the Asia Forest Partnership, the International Tropical Timber Organization, the World Bank and the Global Environment Facility;

(b) One P-4 Forest Affairs Officer, proposed to be met through redeployment from subprogramme 8, for managing and coordinating subregional and regional inputs for the regular sessions of the Forum.

The Committee has no objection to the inward redeployment of the P-4 post to provide for a Forest Affairs Officer from subprogramme 8 (see para. 42 above). It recommends approval of the other proposal under subprogramme 9 for a P-5 Senior Forest Affairs Officer.

Subprogramme 10
Financing for development

44. The workload of the subprogramme has been increasing as a result of new developments in relation to the Follow-up International Conference on Financing for Development to Review the Implementation of the Monterrey Consensus, to be held in Doha at the end of November 2008, as well as the emergence and expansion of new substantive areas in financing for development and repeated calls by the General Assembly for enhancing the effectiveness of the follow-up process of the Monterrey Consensus. Additional resources are requested to address this additional workload as well as to increase the Office's capacity to monitor, evaluate and provide the United Nations recommendations on the variety of actual and potential initiatives in the area of innovative finance. One P-4 Economics Affairs Officer is proposed in the Policy Analysis and Development Branch to strengthen work in preparation of analytical reports on the implementation of the Monterrey Consensus by including the analysis of new and emerging areas in financing for development, namely innovative sources of finance, including financing required to address climate change. **The Committee recommends approval of this proposal.**

Programme support

45. A new, dedicated Development Account Programme Management Unit is proposed to be established to strengthen the effective delivery of programme activities funded from the Development Account. Background on this proposal is

provided in paragraphs 153 to 155 of the Secretary-General's report (A/62/708). The Secretary-General states that the proposed additional resources dedicated to management and oversight activities will lead to specific improvements in three areas: (a) enhanced monitoring, evaluation and impact assessment; (b) enhanced information-sharing and transparency (website and newsletter) to facilitate management, oversight and learning lessons; and (c) enhanced coordination with other programmes involved in capacity-building in the context of the United Nations development agenda to explore possible synergies and avoid duplication of effort. The following additional posts are proposed for this purpose:

(a) One P-5 Senior Programme Officer to head the Unit;

(b) One P-4 Programme Evaluation Officer, to provide monitoring and evaluation support to the Development Account.

The Committee recommends acceptance of the proposals under Programme support. It also recommends that the Secretary-General be requested to carry out a comprehensive assessment of the activities of the Unit and its actual impact on the delivery of programme activities funded from the Development Account, and to report thereon in the context of the programme performance report.

46. Existing posts in the Communications and Information Management Service are heavily concentrated on technical functions related to information technology and information management. It is proposed to strengthen support to the communications and publications programme of the Department in an effort to promote its coherence and integration. An additional P-3 Communications and Publications Officer post is proposed in the Communications and Information Management Service, dedicated to communications, public information and publications for all substantive divisions. **The Committee recommends against the P-3 post proposed for a Communications and Publications Officer in view of the capacity that exists in the Communications and Information Management Service (10 posts: 1 D-1; 1 P-5; 2 P-4/3; 3 P-2/1; 2 General Service (Principal level); 1 General Service (Other level)).**

Section 10
Least developed countries, landlocked developing countries and small island developing States

Table 5
Summary of requirements under section 10, least developed countries, landlocked developing countries and small island developing States

Posts	*Number*	*Level*
Existing posts	15	1 Under-Secretary-General, 1 D-2, 1 D-1, 3 P-5, 2 P-4, 2 P-3, 1 P-2/1, 4 General Service (Other level)
Proposed new posts	5	3 P-4, 1 P-3, General Service (Other level)
Total proposed posts	20	1 Under-Secretary-General, 1 D-2, 1 D-1, 3 P-5, 5 P-4, 3 P-3, 1 P-2/1, 5 General Service (Other level)

Resources	*(United States dollars)*
Initial appropriation	5 440 400
Additional resources	630 700

47. By paragraph 78 of its resolution 62/236, the General Assembly requested the Secretary-General to mobilize adequate resources from all sources to support the mandates related to the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States.

Subprogramme 1
Least developed countries

48. The Least Developed Countries Unit is responsible for social, economic and environmental components of sustainable development under the Programme of Action for the Least Developed Countries for the Decade 2001-2010. An additional three posts are requested to ensure more effective and strengthened implementation of the Programme of Action as follows:

(a) One P-4 Economic Programme Officer to monitor the implementation of the Programme of Action for the Least Developed Countries for the Decade 2001-2010, assess socio-economic performance of least developed countries against the international development goals, including the Millennium Development Goals, contained in the Programme, and undertake research and analysis of the development trends in least developed countries;

(b) One P-3 Social Affairs Officer to act as a focal point for the country-level implementation of the Programme of Action, provide support to the national focal points and backstop the United Nations resident coordinators in least developed countries in the implementation of the Programme of Action;

(c) One General Service (Other level) responsible for the improvement of statistical data used for the monitoring of the Brussels Programme of Action and the preparation of statistical tables, charts and graphs.

The Committee recommends approval of the proposals under subprogramme 1.

Subprogramme 2
Landlocked developing countries

49. With the adoption of the Almaty Programme of Action, the responsibilities of the Landlocked Developing Countries Unit have increased to include systematic monitoring and reporting on the implementation of this programme and coordination of the preparatory process of the midterm review of the Programme of Action in 2008. One additional post is requested for a P-4 Programme Officer, who will be responsible for policy development, coordination, monitoring, reporting and mobilization of international support measures in favour of landlocked developing countries, with special focus on promoting cooperative arrangements and coordination mechanisms between landlocked and transit developing countries at the bilateral, subregional and international levels with the support of the donor community. **The Committee recommends approval of this proposal.**

Subprogramme 3
Small island developing States

50. The Small Island Developing States Unit supports the coordinated follow-up of the Barbados Programme of Action for the Sustainable Development of Small Island Developing States and the Mauritius Strategy, and undertakes advocacy work in favour of the small island developing States. It is proposed to strengthen the Unit's capacity to support the implementation of the Barbados Programme of Action through the establishment of one P-4 post for a Programme Officer who will act as the Chief of Unit and serve as the focal point in the subprogramme for all issues related to small island developing States. **The Committee recommends approval of this proposal.**

Section 11
United Nations support for the New Partnership for Africa's Development

Table 6
Summary of requirements under section 11, United Nations support for the New Partnership for Africa's Development

Posts	*Number*	*Level*
Existing posts	33	1 Under-Secretary-General, 1 D-2, 2 D-1, 4 P-5, 6 P-4, 8 P-3, 1 General Service (Principal level), 9 General Service (Other level), 1 Local level
Proposed new posts	5	2 P-5, 1 P-4, 2 P-3
Redeployment	1	1 P-4 redeployment
Abolition	2	1 Under-Secretary-General, 1 General Service (Other level)
Total proposed posts	36	1 D-2, 2 D-1, 6 P-5, 7 P-4, 10 P-3, 1 General Service (Principal level), 8 General Service (Other level), 1 Local level

Resources	*(United States dollars)*
Initial appropriation	11 641 900
Additional resources	310 900 (Including 191,000 for consultants and 75,000 for travel of staff)

Subprogramme 1
Coordination of global advocacy of and support for the New Partnership for Africa's Development

51. The Office of the Special Adviser on Africa is mandated to be a global advocate for the New Partnership for Africa's Development (NEPAD) and a centre for policy analysis and reporting in relation to the special needs of Africa. With the realignment of the Office of the Special Adviser on Africa and the Office of the High Representative for Least Developed Countries, Landlocked Developing Countries and Small Island Developing States under the same leadership (see para. 11 above), it is proposed to strengthen the subprogramme's analytical, coordination, advocacy and resource mobilization capabilities and to reconfigure the Office as follows:

(a) Abolishment of the existing Under-Secretary-General post and one General Service (Other level) post in the Office;

(b) Redeployment of the existing P-4 post in the Office to accommodate one additional P-4 Policy and Research Officer post;

(c) Two Senior Officers (P-5) to assist the Office in its role as convener of the advocacy and communications cluster within the regional consultation meeting, liaise with the African Union, NEPAD, the Economic Commission for Africa (ECA) and other partners, raise the profile of the office and manage public information activities, as well as to coordinate with high-level officials within the United Nations Secretariat, service intergovernmental bodies and internal task forces, and provide advice to senior management on policy, organizational and administrative issues;

(d) Two Policy and Research Officers (P-4) to develop policy on Africa issues, especially in relation to climate change, and to monitor the impact of free trade arrangements and other economic developments affecting Africa, as well as to examine and assess the growing role of new and emerging development partners of Africa;

(e) Two Programme Officers (P-3) to support the Office in conducting the strategic review process of the 1998 report on the causes of conflict by providing assistance and coordination to the consultations, analyse the socio-economic impact of post-conflict peacebuilding strategies in Africa, support the implementation of the declaration on enhancing United Nations-African Union cooperation, prepare reports and liaise with partners.

The Advisory Committee recommends approval of the posts for two Senior Officers (P-5), one Policy and Research Officer (P-4) and two Programme Officers (P-3) and the Secretary-General's proposal to redeploy an existing P-4 post in the Office to accommodate one additional P-4 Policy and Research Officer post. Concerning the proposal of the Secretary-General to abolish the post of the Special Adviser on Africa and one General Service (Other level) post, the Committee recalls that in its resolution 62/236 the General Assembly approved these posts as part of the staffing table of the Office of the Special Adviser on Africa for the biennium 2008-2009. In the light of its comments and observations in paragraphs 11, 13 and 15 above, the Committee considers that the abolishment of this post is a matter to be decided by the Assembly.

Section 12
Trade and development

Table 7
Summary of requirements under section 12, Trade and development

Posts	*Number*	*Level*
Existing posts	391	1 Under-Secretary-General, 1 Assistant Secretary-General, 6 D-2, 17 D-1, 46 P-5, 56 P-4, 72 P-3, 32 P-2/1, 12 General Service (Principal level), 148 General Service (Other level)
Proposed new posts	22	3 D-1, 3 P-5, 9 P-4, 2 P-3, 2 P-2/1, 3 General Service (Other level)
Total proposed posts	413	1 Under-Secretary-General, 1 Assistant Secretary-General, 6 D-2, 20 D-1, 49 P-5, 65 P-4, 74 P-3, 34 P-2/1, 12 General Service (Principal level), 151 General Service (Other level)

Resources	*(United States dollars)*
Initial appropriation	123 746 100
Additional resources	3 712 300 (Including 337,800 for consultants and 192,700 for travel of staff)

52. The Committee notes that since the Secretary-General's report was issued, the United Nations Conference on Trade and Development at its twelfth session (UNCTAD XII), held in Accra from 20 to 25 April 2008, adopted the Accra Declaration and the Accra Accord identifying challenges and opportunities of globalization for development and a four-year workplan. It is indicated in the Declaration that the outcome of the Conference would also inform the forthcoming major events on development, including the Development Cooperation Forum of the Economic and Social Council, the Accra High-level Forum on Aid Effectiveness, the high-level event on the Millennium Development Goals during the sixty-second session of the General Assembly, and the Financing for Development Review Conference, as well as other relevant initiatives on development. The Committee was informed that the concerned departments had taken into account the negotiations ongoing at that time among Member States in preparation of the twelfth session of UNCTAD and had, to the extent possible, incorporated into their proposals the prevailing views expressed by Member States. **Since the Secretary-General's proposals on development activities are to be taken up for consideration by the General Assembly at the main part of its sixty-third session, the Committee requests that the Secretary-General provide to the Assembly at that time an update of the impact of the Accra Accord on his proposals, particularly with respect to the staffing structure and requirements.**

53. The Secretary-General indicates in paragraph 211 of his report that UNCTAD finds itself unable to respond to requests for policy assistance and many emerging issues in a satisfactory manner, within the resources allocated for established programmes and activities. The Committee requested additional information on the increase in the requests of developing countries and the UNCTAD rate of response, which is summarized in table 8 below.

Table 8
Summary of the UNCTAD rate of response to requests of developing countries

Subject area	*Period*	*Requests received*	*Completed/ ongoing*	*Outstanding requests*
Economic cooperation and integration among developing countries	2006-2007	30	14	16
Non-tariff barriers	2005-2007	50	15	35
Development impact of investment	Since June 2004	10	—	10
Best practice on investment and enterprise	2006-2007	35	3	32
Trade, environment and development		17	6	11

Subprogramme 1
Globalization, interdependence and development

54. The subprogramme's development objective is to assist developing countries, in particular the least developed countries, and countries with economies in transition, to formulate and implement development strategies in support of their integration into the global economy.

55. The Secretary-General proposes to establish a new unit in the Division on Globalization and Development Strategies dedicated to economic cooperation and integration among developing countries, which will focus on improved systematic monitoring and analysis, and compilation and publication of empirical and statistical information on economic cooperation and integration among developing countries. An additional 12 posts are proposed for the staffing of the unit as follows:

(a) One D-1 Principal Economist to head the new unit for economic cooperation and integration among developing countries in promoting development;

(b) One P-5 Senior Economist, one P-4 Economist and one P-3 Economist to develop best practices, identify policy options, and promote strategies on economic cooperation and integration among developing countries;

(c) One P-5 Senior Economist, two P-4 Economists and one P-3 Officer for analytical policy dialogue, advisory assistance and capacity-building for strengthening regional and interregional integration among developing countries;

(d) Two P-2 Associate Economists to support the development and maintenance of databases on South-South trade;

(e) Two General Service (Other level) to support the work of the office.

The Advisory Committee recognizes the importance of economic cooperation and integration among developing countries in achieving development goals as well as the wide array of mandates and activities to be undertaken for the implementation of this subprogramme. Bearing in mind the timing of the consideration of the Secretary-General's proposals by the General Assembly as well as the fact that the Unit will have to be staffed and become operational, the Committee recommends approval of the posts requested for the establishment of the new unit, except for 1 P-5 Senior Economist, 1 P-4 Economist and 1 P-2 Associate Economist. The number and level of any additional posts requested in the next budget submission should be fully justified and supported

with a detailed analysis of the gaps, if any, to be filled. The Committee is of the view that UNCTAD should seek synergies through increased cooperation and collaboration in this field with the International Trade Centre UNCTAD/WTO as well as with the regional commissions.

Subprogramme 2
Investment, enterprise and technology

56. The Secretary-General's proposal aims to strengthen the capacity of the subprogramme to evaluate the development impact of foreign direct investment, provide policy advice to countries in need, examine policy options for developing countries and countries with economies in transition, to conduct case studies and provide country-specific assistance. An additional two posts are requested for the Division on Investment, Technology and Enterprise Development as follows:

(a) One P-5 Senior Economic Affairs Officer to complement the existing research capacity and lead the work on assessment of the development impact of foreign direct investment in the new global economic environment, as well as to provide policy advice and assistance to developing countries in formulating and implementing more effective and development-oriented investment policies;

(b) One P-4 Officer to undertake policy analysis and to respond to increased demand for more effective and diverse assistance in this area.

The Committee recognizes the need for strengthening capacity under this subprogramme and recommends approval of the Secretary-General's proposals.

Subprogramme 3
International trade

57. The Secretary-General's proposal aims to strengthen the capacities of developing countries to address important issues related to trade, environment and development, thus enabling them to take advantage of emerging opportunities for trade and sustainable development. An additional four posts are requested for the Division on International Trade in Goods and Services, and Commodities as follows:

(a) One D-1 Principal Economist Senior Officer to manage and consolidate the work within the two sections of the Trade, Environment, Climate Change and Sustainable Development Branch so as to enhance its impact and outreach to member States;

(b) One P-4 Economist in the Biodiversity and Climate Change Section to meet the growing demands from developing countries for support in addressing biodiversity issues and in dealing with trade and development implications of climate change, including assessing opportunities in biofuels;

(c) One P-4 Economist to carry out research and analysis, provide advisory services and to service intergovernmental deliberations and consensus-building on emerging trade and development opportunities and challenges relating to biodiversity and climate change;

(d) One P-4 Economist to carry out research and analysis, and service intergovernmental deliberations and consensus-building on non-tariff barriers. The

officer will also provide substantive support to the work of the Multi-Agency Support Team on Non-tariff Barriers, convened by UNCTAD.

The Committee recognizes the need for increased capacity to meet the growing demands from developing countries. It recommends approval of the D-1 Principal Economist Senior Officer post and two of the three P-4 Economists proposed.

Subprogramme 5
Africa, least developed countries and special programmes

58. The Secretary-General's proposal aims to increase the research capacity of the Division to examine the causes of decline in the share of the least developed countries in world trade and the linkages between trade, growth and poverty reduction with a view to identifying long-term solutions, in order to respond to requests made by Member States at the eleventh session of UNCTAD (2004). He proposes to establish a research unit on trade and poverty in the Division for Africa, Least Developed Countries and Special Programmes with a staffing of four posts, as follows:

(a) One D-1 Officer to lead the new research unit on trade and poverty and to guide and coordinate all research activities on interlinkages between trade and poverty;

(b) One P-4 Research Economist to monitor developments in trade and investment relations between the world economy and the least developed countries and Africa;

(c) One P-4 Research Economist to carry out research on the global incidence of poverty and the implications of global income inequality and global interdependence;

(d) One General Service (Other level) Secretary to provide the administrative support to the Unit.

59. Upon enquiry, the Committee was provided clarifications regarding the distinct functions of the UNCTAD subprogramme on Africa as compared to other United Nations entities, in particular, ECA. According to the Secretary-General, the role of UNCTAD is centred on building consensus on Africa's development challenges at the global level and to assist in the mobilization of international support measures in favour of African countries. The work of ECA focuses on regional perspectives, especially on the analysis of socio-economic trends and political developments in the continent. However, UNCTAD and ECA staff cooperate closely and exchange information on a regular basis. **The Committee recommends approval of the resources requested under subprogramme 5. The Committee also recommends that the Secretary-General be requested to examine the efficiency and effectiveness of ongoing cooperation between these two entities and to report thereon in the context of the proposed programme budget for the biennium 2010-2011.**

Section 17A
Economic and social development in Africa

Table 9
Summary of requirements under section 17A, Economic and social development in Africa

Posts	*Number*	*Level*
Existing posts	540	1 Under-Secretary-General, 1 D-2, 16 D-1, 41 P-5, 70 P-4, 74 P-3, 29 P-2/1, 304 Local level, 2 General Service (Other level), 2 Field Service
Proposed new posts	25	3 P-5, 2 P-4, 2 P-3, 18 National Officers
Total proposed posts	565	1 USG, 1 D-2, 16 D-1, 44 P-5, 72 P-4, 76 P-3, 29 P-2/1, 304 Local level, 2 General Service (Other level), 2 Field Service, 18 National Officers

Resources	*(United States dollars)*
Initial appropriation	119 798 200
Additional resources	2 721 400 (Including 390,200 for consultants and 408,400 for travel of staff)

Executive direction and management

60. The Secretary-General is proposing additional resources to provide oversight and to coordinate the effective implementation of the ECA knowledge management strategy that was introduced in 2006 as part of its repositioning exercise. The knowledge management strategy aims to create, share and disseminate knowledge in Africa, create communities of practice and knowledge networks on substantive issues between ECA and its subregional offices, and other partners, both within and outside the United Nations system, including African member States, regional economic communities and United Nations country teams. One P-5 post for a Knowledge Management Coordinator is proposed in the Office of the Executive Secretary to, inter alia, develop the strategic plan for technology support and capacity-building in collaboration with knowledge management programme managers and subregional offices. **The Committee is cognizant that effective creation and sharing of knowledge is key to supporting programme implementation. It therefore recommends approval of the P-5 post, while emphasizing the importance of aligning the ECA knowledge management strategy with that of the organization-wide initiatives being developed under the leadership of the Chief Information Technology Officer (see para. 24 above).**

61. Two National Officer posts are proposed in the Office of Strategic Planning and Programme Management to carry out functions related, inter alia, to the preparation and review of the ECA budget proposal, and analysis of data for cost estimates and budget proposals. **The Committee recommends approval of these proposals.**

Subprogramme 7
Subregional activities for development

62. The Secretary-General proposes to strengthen the subregional offices of ECA in North Africa, West Africa, Central Africa, East Africa and Southern Africa, as part of the repositioning exercise initiated in 2006. This aims to achieve a significant shift in the work of the subregional offices, from analytical to operational work. The Secretary-General indicates that, despite additional capacity approved for this activity in the initial appropriation for the biennium 2008-2009, the ECA subregional offices continue to lack adequate capacity and operational resources and are not able to fulfil their broader responsibilities by expanding their activities throughout all the countries of their respective subregions.

63. The additional resources proposed are to be directed towards increased operational activities in the subregional offices, such as developing and supporting communities of practice, promoting knowledge management networks, participating actively in the formulation of key country and subregional programmes and implementing programmes in partnership with regional economic communities. An additional 13 posts are requested as follows:

(a) Five National Officer posts for a Knowledge Management Programme Officer in each subregional office to develop and support communities of practice, as well as promote the knowledge management networks for the subregion, in collaboration with ECA headquarters-based divisions and subregional office leadership;

(b) Five National Officer posts for a Communications Officer in each subregional office to design and manage an internal communications strategy;

(c) Three National Officer posts for a Programme Officer in the subregional offices in West, East and Southern Africa, to provide inputs for the formulation of key country and subregional programmes.

64. The Committee recalls that, in its report on the ECA repositioning exercise and the strengthening of the subregional offices of ECA (A/61/544), it had pointed out that a shift from analytical towards operational work raised fundamental questions about the respective roles of the ECA headquarters and subregional offices, as well as their integration with other United Nations entities present in the subregions. It had further emphasized the need to continue to review and define the role of the subregional offices. The Committee believes that these observations remain valid. As noted above, the Secretary-General indicates that the subregional offices continue to face limitations and are constrained from fulfilling their broader responsibilities as a result of a lack of resources. **While the Committee has no objection to the Secretary-General's proposal for the establishment of 13 National Officer posts for the subregional offices, it continues to deem it necessary to make an assessment of the impact of the repositioning exercise at the earliest opportunity in order to ensure that the objectives are being met (see also A/62/7, para V.21). The Committee expects that the results of such an assessment will be reported in the context of the proposed programme budget for the biennium 2010-2011.**

Subprogramme 9
Statistics

65. The Africa Centre for Statistics currently has a complement of 17 posts (6 Professional; 11 Local level).The Secretary-General proposes to strengthen the Centre in order to improve implementation of the ECA statistical subprogramme and respond to new data needs in relation to the compilation of yearbooks, Millennium Development Goal indicators, poverty reduction strategies and NEPAD. The Centre also has increasing demands from Member States for support in areas such as the 2010 population and housing censuses. An additional six posts are requested as follows:

(a) One P-5 post for the Chief of the Economic Statistics and National Accounts Section;

(b) One P-5 post for the Chief of the Demographic and Social Statistics Section;

(c) One P-4 post for Census Cartography and Census Data Processing;

(d) One P-4 post for a Gender Statistics Specialist;

(e) One P-3 post for a Statistical Information Officer to organize and maintain a centralized database for key socio-economic indicators;

(f) One P-3 post for a Statistician on Labour Statistics, Trade Statistics and Prices.

The Committee recognizes the need for strengthening the capacity of the Centre, in view of the high level of demand from Member States and the importance of developing statistical capacity in the region. It therefore recommends approval of the six posts proposed (2 P-5, 2 P-4, 2 P-3) for the Africa Centre for Statistics under subprogramme 9. However, the Committee stresses the need to strengthen cooperation between ECA and the United Nations Statistics Division and other offices in the area of statistics, in order to avoid duplication and overlaps (see paras. 26 and 27 above).

Programme support

66. Three additional posts are requested for the Division of Administration as follows:

(a) One National Officer to provide administrative support to the Finance Section;

(b) One National Officer to provide administrative support to the Human Resource Services Section;

(c) One National Officer to plan, organize, manage, supervise, coordinate and carry out the work of the Technical and Civil Works Unit in the Facility Management Section.

The Committee recommends approval of the 3 National Officer posts requested under programme support.

Section 18
Economic and social development in Asia and the Pacific

Table 10
Summary of requirements under section 18, Economic and social development in Asia and the Pacific

Posts	*Number*	*Level*
Existing posts	429	1 Under-Secretary-General, 1 D-2, 11 D-1, 32 P-5, 56 P-4, 48 P-3, 35 P-2/1, 243 Local level, 2 National Officers
Proposed new posts	21	2 D-1, 5 P-5, 1 P-4, 3 P-3, 1 P-2/1, 6 Local level, 3 National Officers
Redeployment	3	1 P-4, 2 P-2/1 (inward)
Total proposed posts	450	1 Under-Secretary-General, 1 D-2, 13 D-1, 37 P-5, 57 P-4, 51 P-3, 36 P-2/1, 249 Local level, 5 National Officers

Resources	*(United States dollars)*
Initial appropriation	83 926 400
Additional resources	3 183 900 (Including 63,000 for consultants and 96,000 for travel of staff)

Subprogramme 3
Subregional activities for development

67. With the proposal to establish four additional offices in the subregions (2 subregional, 1 for the United Nations Special Programme for the Economies of Central Asia and 1 for liaison) and to strengthen the existing subregional office for the Pacific, the Secretary-General seeks to promote and support specific subregional priorities and programmes. As indicated, the Commission's secretariat has been working closely with ESCAP member States to reposition the Commission and to revise its intergovernmental, programme and secretariat structures in order to enable it to deliver its mandated work and services to member States more effectively and to balance the differing needs of the Commission's five subregions. Additional resources for the proposed subregional offices are requested to implement the programme of work at the subregional level by serving as a link between the subregions and the Economic and Social Commission for Asia and the Pacific (ESCAP) headquarters. An additional 21 posts are requested as follows:

(a) Establishment of a new subregional office for South and South-West Asia:

(i) One D-1 Head of office;

(ii) One Senior Economic Affairs Officer (P-5) to serve as the Deputy Head of the office and Chief Economist;

(iii) One Social Affairs Officer (P-3), responsible for gender mainstreaming and gender equality programmes;

(iv) One Associate Statistician (P-2) to assist the Chief Economist;

(v) One National Officer to act as the focal point for administrative issues;

(vi) Two Local level staff for administrative and research and support functions, and information technology assistance;

(b) Establishment of a new subregional office for East and North-East Asia:

(i) One D-1 Head of office;

(ii) One Senior Economic Affairs Officer (P-5) to serve as the Deputy Head of office and Chief Economist;

(iii) One Social Affairs Officer (P-4), responsible for gender mainstreaming and gender equality programmes;

(iv) One National Officer to act as the focal point for administrative issues;

(v) Two Local level staff for administrative and research and support functions, and information technology assistance;

(c) Establishment of a new Liaison Office for South-East Asia:

(i) One P-5 Head of office;

(ii) One P-3 Environmental Affairs Officer for work on disaster risk reduction;

(iii) One Local level staff for administrative and research and support functions, and information technology assistance;

(d) Strengthening of the Subregional Office for the Pacific:

(i) One Senior Economic Affairs Officer (P-5) to serve as the Deputy Head of office and Chief Economist;

(ii) One Statistician (P-3) to assist Governments on statistical indicators for monitoring progress in achieving the Millennium Development Goals and other internationally agreed goals;

(e) Establishment of a new office for the Special Programme for the Economies of Central Asia for North and Central Asia:

(i) One P-5 Head of office;

(ii) One National Officer for programme monitoring, coordinating with other United Nations entities, and acting as the focal point for administrative issues;

(iii) One Local level staff for administrative and research and support functions, and information technology assistance.

68. The United Nations Special Programme for the Economies of Central Asia (SPECA) is jointly carried out by two regional commissions (ECE and ESCAP). A further two posts for a Programme Officer at the P-3 level, and Programme Assistant (General Service (Other level)), are proposed for the SPECA Subregional Centre under section 19 below.

69. As noted in the Secretary-General's report (para. 326), the existing subprogramme 3, Development of Pacific island countries and territories, is proposed to be reformulated as subprogramme 3, Subregional activities for development, and would include the activities to be implemented by the existing and

new subregional offices. The Committee was informed that the Secretary-General was proposing a new subprogramme 8, Subregional activities for development, in the proposed strategic framework for the period 2010-2011, which is on the agenda of the Committee for Programme and Coordination at its forty-eighth session. Further, the Committee was informed that the Secretary-General's proposals for the establishment of four new subregional offices had been adopted unanimously by the Economic and Social Commission for Asia and the Pacific, at its sixty-fourth session, on 30 April 2008 (see E/ESCAP/64/39, para. 183).

70. The Committee is of the view that the Secretary-General's proposals, as presented in his report, lack sufficient details on the specific activities envisaged under each subprogramme or justifications for the resources requested. However, upon request, it was provided additional information on the rationale and justification for this subregional approach, the basis for determining the location, staffing and functions of the subregional offices and the expected benefits of the proposed subregionalization, as well as details on the additional outputs planned for 2008-2009 by subregional office.

71. **In the Committee's opinion, the Secretary-General's proposal would entail a major change in the organizational structure and methods of work of ESCAP, with potential programmatic implications. As indicated, ESCAP has a highly centralized structure, under which its programme of work is planned and implemented from its headquarters in Bangkok. With the establishment of subregional offices, different approaches will have to be adopted, with a clear delineation of the division of labour between headquarters and the regions. The Committee points out that a similar repositioning exercise is under way at ECA and recommends that ESCAP draw on the experience and lessons learned at ECA in setting up and operationalizing its subregional offices.**

72. The Committee questions the need for establishing a new Liaison Office for South-East Asia in Jakarta, given that ESCAP headquarters is located in the same subregion, in Bangkok. According to the Secretary-General, the main function of the Liaison Office would be to promote cooperation with the Association of Southeast Asian Nations (ASEAN) and the Non-Aligned Movement Centre for South-South Technical Cooperation. The Committee is of the view that the envisaged functions could be carried out from the headquarters office in Bangkok. **Accordingly, the Committee recommends against the three posts (1 P-5, 1 P-3 and 1 Local level) proposed for the liaison office. It recommends approval of the remaining 18 posts proposed for the subregional offices in South and South-West Asia (1 D-1, 1 P-5, 1 P-3, 1 P-2, 1 National Officer, 2 Local level), East and North-East Asia (1 D-1, 1 P-5, 1 P-4, 1 National Officer, 2 Local level), North and Central Asia (1 P-5, 1 National Officer, 1 Local level) and the Pacific (1 P-5, 1 P-3).**

Section 19
Economic development in Europe

Table 11
Summary of requirements under section 19, Economic development in Europe

Posts	*Number*	*Level*
Existing posts	195	1 Under-Secretary-General, 1 D-2, 9 D-1, 23 P-5, 32 P-4, 33 P-3, 21 P-2/1, 6 General Service (Principal level), 69 General Service (Other level)
Proposed new posts	5	2 P-4, 2 P-3, 1 General Service (Other level)
Total proposed posts	200	1 Under-Secretary-General, 1 D-2, 9 D-1, 23 P-5, 34 P-4, 35 P-3, 21 P-2/1, 6 General Service (Principal level), 70 General Service (Other level)

Resources	*(United States dollars)*
Initial appropriation	59 917 100
Additional resources	551 000 (Including 9,000 for travel of staff)

73. The Committee was informed that the present proposals of ECE were exclusively focused on strengthening support to middle and low-income countries of the region, in areas where the level of resources was not sufficient to fulfil current mandates, such as the implementation of ECE norms and standards in countries with economies in transition and the monitoring of internationally agreed development goals of high relevance to these countries.

Executive direction and management

74. One P-4 Economic Affairs Officer is requested in the Office of the Executive Secretary to monitor trends, identify gaps and provide policy analysis with respect to progress made towards the achievement of the Millennium Development Goals in the countries of Eastern Europe, Central Asia and the Caucasus, as well as to respond to requests related to regional follow-up to global conferences and other matters. **The Committee recommends approval of this proposal.**

Subprogramme 3
Statistics

75. The Committee notes the approach taken by ECE to develop jointly with the United Nations Children's Fund (UNICEF) and the United Nations Development Programme (UNDP) a regional database for monitoring Millennium Development Goals that addresses the wide range of specific issues faced by its member States, including countries of the Commonwealth of Independent States (CIS) and the South-Eastern European region. One P-3 Statistician is requested in the Statistical Division to participate in the establishment, development and management of the ECE Millennium Development Goal regional database for Eastern European, Central Asian and Caucasus countries, provide technical assistance to member States and serve as the focal point in the region for Millennium Development Goal related statistics. **The Committee recommends approval of this proposal.**

76. The Committee notes the close collaboration of ECE with other United Nations entities in the implementation of the regional Millennium Development Goal database and requests that ECE continue sharing its expertise and that it deepen cooperation in this area with the other regional commissions (see paras. 26 and 27 above).

Subprogramme 5
Sustainable energy

77. One P-4 Economic Affairs Officer is proposed in the Sustainable Energy Division of ECE to, inter alia, promote energy efficiency in the region and beyond, develop capacities and provide assistance to member States in financing and launching energy investment projects. **The Committee recommends approval of this proposal.**

Programme support

78. One P-3 Programme Officer and one Programme Assistant (General Service (Other level)) are proposed to be based in the joint ECE/ESCAP SPECA subregional office, to ensure regular liaison with the Governments of member countries, strengthen support to SPECA governing bodies and project working groups and assist member States in improving needs assessment, planning, implementation and evaluation of projects. **The Committee recommends approval of this proposal.**

79. As noted in paragraph 68 above, the United Nations Special Programme for the Economies of Central Asia (SPECA) is jointly carried out by two regional commissions (ECE and ESCAP). A further three posts (one P-5 Head of office, one National Officer and one Local level staff) are proposed for the SPECA Subregional Centre under section 18 above.

Section 20
Economic and social development in Latin America and the Caribbean

Table 12
Summary of requirements under section 20, Economic and social development in Latin America and the Caribbean

Posts	*Number*	*Level*
Existing posts	476	1 Under-Secretary-General, 1 D-2, 14 D-1, 27 P-5, 60 P-4, 48 P-3, 47 P-2/1, 272 Local level, 4 General Service (Other level), 2 National Officers
Proposed new posts	28	2 P-5, 3 P-4, 12 P-3, 2 P-2/1, 9 Local level
Reclassification	1	1 P-4 to P-5
Total proposed posts	504	1 Under-Secretary-General, 1 D-2, 14 D-1, 30 P-5, 62 P-4, 60 P-3, 49 P-2/1, 281 Local level, 4 General Service (Other level), 2 National Officers

Resources	*(United States dollars)*
Initial appropriation	104 445 000
Additional resources	3 057 800 (Including 151,000 for consultants and 67,000 for travel of staff)

80. The Committee notes the approach taken by the Economic Commission for Latin America and the Caribbean (ECLAC) with respect to this exercise, which aims to strengthen the overall operational capacity of its subprogrammes in the following substantive areas:

(a) Regional cooperation for the achievement of MDGs, with an emphasis on the production of reliable statistics and indicators for monitoring MDGs, as well as strengthening analysis and provision of advisory and capacity-building services;

(b) Sustainable Development in Latin America and the Caribbean, focusing on strengthening research and policy advice in the area of climate change, adaptation and mitigation;

(c) Innovation, information and communications technology (ICT) and knowledge management.

81. The Committee also notes that a high proportion of the additional posts proposed are at the junior level (P-3/2). It was informed that this approach was taken as an integral part of the ECLAC human resources strategy for rejuvenating and expanding its staff base through the incorporation of highly qualified and multi-skilled young professionals, in anticipation of a large number of upcoming retirements. The Committee commends ECLAC for the proactive planning and management of its human resources.

Subprogramme 1
Linkages with the global economy, regional integration and cooperation

82. The key objective of the subprogramme is to strengthen linkages between countries in the region and the global economy and to promote regional cooperation and integration schemes at the subregional, regional and hemispheric levels. Three additional posts are requested for the International Trade and Integration Division as follows:

(a) One P-4 Economic Affairs Officer, to contribute to the strengthening of the analytical capabilities of the Division as regards emerging issues such as trade and poverty;

(b) One P-3 Economic Affairs Officer to strengthen the Division's analytical capabilities in the area of public-private partnerships;

(c) One Local level Research Assistant to provide research and administrative support.

The Committee recommends approval of the proposals under subprogramme 1.

Subprogramme 2
Production and innovation

83. It is proposed to strengthen the analytical, research, monitoring and policy assessment capabilities of the subprogramme, in particular in the areas of innovation and information and communications technology for development. An additional three posts are requested for the Division of Production, Productivity and Management as follows:

(a) Two P-3 Economic Affairs Officers to carry out research and analytical work and to provide policy recommendations and other technical cooperation

services related to innovation and science and technology issues, as well as information and communications technology for development;

(b) One Local level Research Assistant to support analysis and research, and to organize, update and improve databases.

The Committee recommends approval of the proposals under subprogramme 2.

Subprogramme 4
Social development and equity

84. The Secretary-General proposes to strengthen the subprogramme's capacity in the areas of monitoring, evaluation, sharing of best practices and follow-up actions for the advancement of the countries of the region towards the achievement of the Millennium Development Goals, as well as to expand technical assistance and training activities. An additional three posts as well as a reclassification are proposed for the Social Development Division as follows:

(a) Reclassification of one vacant P-4 post to a P-5 Senior Social Affairs Officer post to provide advisory and capacity-building services at a senior level;

(b) One P-3 Social Affairs Officer to strengthen the work of the subprogramme related to monitoring progress made towards achieving the Millennium Development Goals;

(c) Two Local level Research Assistants.

The Committee recommends approval of the posts for one P-3 Social Affairs Officer and two Local level Research Assistants. It did not find the justification for the proposal to reclassify the vacant P-4 post to a P-5 Senior Social Affairs Officer convincing and recommends against the proposed reclassification.

Subprogramme 5
Mainstreaming the gender perspective in regional development

85. The Secretary-General indicates that there is a need to increase the subprogramme's capacity in order to respond to increasing demands from Member States related to gender mainstreaming and to provide support for the creation of a regional observatory on gender parity. Upon enquiry, the Committee was informed that an inter-institutional working group made up of ECLAC, the United Nations Population Fund (UNFPA), the United Nations Development Fund for Women (UNIFEM), the International Research and Training Institute for the Advancement of Women (INSTRAW) and the United Nations Office for Project Services (UNOPS) held its first meeting in March 2008 as regards establishment of the Observatory of Gender Parity. An additional three posts are proposed for the Gender Division as follows:

(a) One P-5 Senior Social Affairs Officer to carry out research and provide substantive servicing during meetings and regional conferences, technical advisory services and training in the gender area in support of member States, as well as to supervise the development of the new Observatory on Gender Parity;

(b) One P-3 Social Affairs Officer to provide services related to the Gender Statistics Group for capacity-building, technical cooperation and support in the field of gender statistics;

(c) One Local level Social Affairs Assistant for supporting intergovernmental bodies and related new activities of the Observatory on Gender Parity, as well as providing support for conferences and meetings.

The Committee recommends approval of the posts for one P-3 Social Affairs Officer and one Local level Social Affairs Assistant. In the view of the Committee, the requirement for a Senior Social Services Officer for the Observatory on Gender Parity at the P-5 level is not sufficiently justified. It therefore recommends that the function be approved at the P-4 level.

Subprogramme 6
Population and development

86. It is proposed to strengthen the subprogramme in the areas of research, data collection, evaluation and policy formulation in response to increasing requests from member States for technical advisory services and capacity-building activities to improve their demographic data on indigenous people, Afro-descendants, ageing and migration. An additional two posts are proposed for the Population Division as follows:

(a) One P-3 Population Affairs Officer to strengthen the research, analysis and policy development capabilities of the Division;

(b) One Local level Research Assistant for carrying out substantive and logistical tasks.

The Committee recommends approval of the proposals under subprogramme 6.

Subprogramme 8
Sustainable development and human settlements

87. ECLAC proposes to strengthen its substantive, analytical and advisory activities in the area of climate change, adaptation and mitigation, in response to General Assembly resolutions 61/201 on the protection of global climate for present and future generations of mankind and 61/200 and 61/198 relating to natural disaster management. An additional four posts are proposed for the Sustainable Development and Human Settlements Division as follows:

(a) One P-5 Senior Economic Affairs Officer to lead the work on climate change mitigation and adaptation;

(b) One P-3 Economic Affairs Officer to support the strengthening of the analytical capabilities of the Division on climate change, and to liaise with regional Governments and other United Nations entities;

(c) One P-2 Economic Affairs Officer to provide research support to the subprogramme;

(d) One Local level Research Assistant.

The Advisory Committee recommends acceptance of the posts for 1 P-5 Senior Economic Affairs Officer, 1 P-2 Economic Affairs Officer and 1 Research Assistant. The Committee recommends against the additional P-3 Economic Affairs Officer, in view of the existing capacity in the Division.

Subprogramme 9
Natural resources and infrastructure

88. The Secretary-General proposes to strengthen the subprogramme's capacity to deliver mandated activities and increase the technical cooperation services provided in the areas of renewable energies and sustainable water management. An additional four posts are proposed for the Division of Natural Resources and Infrastructure as follows:

(a) One P-4 Economic Affairs Officer responsible for research, monitoring, technical cooperation projects and advisory services in areas such as biofuels, financial and normative instruments for the promotion of energy efficiency, economic and regulatory incentives for renewable energy technologies and non-conventional resources, and the rational use of bioenergy resources;

(b) One P-2 Economic Affairs Officer for research in the area of integrated water management, institutional arrangements for water management and the regulation of associated public services and utilities;

(c) One P-2 Economic Affairs Officer for research support to the energy area, with a special focus on renewable energy and biofuels;

(d) One Local level Research Assistant to provide research support.

The Committee recommends approval of the proposals under subprogramme 9.

Subprogramme 10
Statistics and economic projections

89. It is proposed to strengthen the subprogramme's capacity to provide technical cooperation services and deliver mandated activities in the statistical follow-up of the Millennium Development Goals and other internationally agreed development goals. One additional post is proposed for a P-3 Statistician in the Statistics and Economic Projections Division to support the implementation of the work programme related to statistics and indicators of achievement of the Millennium Development Goals. **The Committee recommends approval of this proposal** (see paras. 26 and 27 above).

Subprogramme 11
Subregional activities in Mexico and Central America

90. It is proposed to strengthen the analytical, research, monitoring and policy assessment capabilities of the subprogramme in the areas of regional integration and knowledge management strategies. Three additional posts are proposed for the subregional headquarters in Mexico as follows:

(a) One P-4 Economic Affairs Officer for analytical, research and technical cooperation work relating to regional integration, trade, energy and the environment, including collaboration in the design and implementation of trade-related capacity-building activities/strategies and coordination of technical cooperation in integration matters;

(b) One P-3 Knowledge Management Officer responsible for developing and implementing the ECLAC knowledge management strategy in the subregional setting of Mexico and Central America;

(c) One Local level Research Assistant for processing and analysing statistics.

The Advisory Committee recommends acceptance of the posts for one P-3 Knowledge Management Officer and one Research Assistant at the local level. Given the existing capacity (41 posts) in the Office, the Committee is of the view that this function of the P-4 Economic Affairs Officer could be performed from within existing staffing resources and therefore recommends against approval of that proposal.

Subprogramme 12
Subregional activities in the Caribbean

91. The proposed strengthening of the subprogramme aims to increase the subprogramme's capacity to deliver its mandated activities in the areas of sustainable development of small island developing States and information and communication technologies. Two additional posts are proposed for the subregional headquarters in the Caribbean as follows:

(a) One P-3 Sustainable Development Officer, responsible for the work of the subregional office, to serve as a focal point in the areas of climate change, mitigation and adaptation strategies and programmes, as well as disaster prevention and evaluation;

(b) One P-3 Knowledge Management Officer, in charge of developing and implementing the ECLAC knowledge management strategy in the subregional setting of the Caribbean.

The Committee recommends approval of the proposals under subprogramme 12.

Section 21
Economic and social development in Western Asia

Table 13
Summary of requirements under section 21, Economic and social development in Western Asia

Posts	*Number*	*Level*
Existing posts	255	1 Under-Secretary-General, 1 D-2, 7 D-1, 23 P-5, 32 P-4, 28 P-3, 18 P-2/1, 144 Local level, 1 Field Service
Proposed new posts	8	1 P-5, 3 P-4, 2 P-3, 1 National Officer, 1 Local level
Total proposed posts	263	1 Under-Secretary-General, 1 D-2, 7 D-1, 24 P-5, 35 P-4, 30 P-3, 18 P-2/1, 1 National Officer, 145 Local level, 1 Field Service

Resources	*(United States dollars)*
Initial appropriation	58 107 500
Additional resources	1 666 600 (Including 221,000 for consultants and 63,000 for travel of staff)

Subprogramme 1
Integrated management of natural resources for sustainable development

92. The Secretary-General indicates that the workload of the subprogramme has been increasing as a result of the General Assembly's decision to accord high priority to climate change issues; increased demand for regional inputs to the General Assembly, the Economic and Social Council, the Commission on Sustainable Development and other relevant global forums; increased technical collaboration required to support the work of the Councils of Arab Ministers Responsible for the Environment and Electricity; and increased interaction with the member countries in tackling transboundary issues related to the management of natural resources and the environment. One additional post is proposed in the Sustainable Development and Productivity Division for a P-4 Environment and Development Officer, responsible for carrying out research and analysis on climate change issues. **The Committee recommends approval of this proposal.**

Subprogramme 2
Integrated social policies

93. Additional resources are requested to fill a gap in the capacity of the Social Development Division to undertake integrated analytical work in relation to the strengthening of interlinkages between the economic and social dimensions of development in close collaboration with other regional entities. One additional post is proposed for a P-4 Economic and Development Planning Officer, responsible for undertaking analytical work and research, facilitating policy debate, and assisting countries in the formulation of sound national development policies and programmes. **The Committee recommends approval of this proposal.**

Subprogramme 3
Economic development and integration

94. The Secretary-General indicates that it is essential to strengthen the capacity of the Economic Development and Globalization Division in order to enable the Division to conduct thorough research pertaining to macroeconomic policy and to ensure effective substantive inter-agency coordination for the timely production of the Millennium Development Goals regional report for the Arab region. Two additional posts for one P-4 and one P-3 Economic Affairs Officer are proposed to respond to Economic and Social Council resolution 2007/30 of 27 July 2007 on follow-up to the International Conference on Financing for Development, and to effectively assist member Governments in the mobilization of resources for development, especially in the non-oil-producing countries and the least developed country of the region. **The Committee recommends approval of this proposal.**

Subprogramme 4
Information and communication technology for regional integration

95. Additional resources are requested to assure the effective operation and management of the ESCWA Technology Centre, and the establishment of a regional forum to facilitate knowledge-sharing among member countries on transfer of technology for sustainable economic and social development in the region. Three additional posts are requested as follows:

(a) One P-5 post for the Head of the ESCWA Technology Centre;

(b) One National Officer to carry out research and analysis in the area of the promotion of South-South cooperation in technology transfer, as well as for programme planning, monitoring and evaluation support;

(c) One Local level post to support the Centre.

96. The Committee requested additional information regarding the status of the establishment of the Technology Centre, as well as its functions and funding framework. It was informed that the establishment of the Centre was approved by the Economic and Social Commission for Western Asia at its twenty-fourth session, held in May 2006. The Committee also understands that the Centre is to be funded mainly from extrabudgetary resources and is not yet established. **The Committee recommends against approval of the P-5 post for the Head of the ESCWA Technology Centre. It recommends acceptance of the other proposals for one National Officer and one Local level posts.**

Subprogramme 5
Statistics for evidence-based policymaking

97. Additional resources are requested to allow ESCWA to fulfil its mandate on the promotion of gender equality and empowerment of women, as called for in the 2005 World Summit and Economic and Social Council 2007/33 on mainstreaming a gender perspective into all policies and programmes in the United Nations system. One additional post is proposed in the Statistics Division for a P-3 Statistician, responsible for the collection, extrapolation, verification and development of gender statistics, including in the areas of education, share of women in wage employment in the non-agricultural sector, and the proportion of seats held by women in national parliaments. **The Committee recommends approval of this proposal.**

Section 28D
Office of Central Support Services

Table 14
Summary of requirements under section 28D, Office of Central Support Services
(United States dollars)

Resources	
Initial appropriation	236 300 100
Additional resources	1 665 400

98. Additional requirements of $1,665,400 are estimated for section 28D to provide for the cost of office accommodation, office furniture and general operating expenses for proposed new staff at Headquarters. **The reductions in staff recommended in the paragraphs above would lead to a consequential reduction of $372,500 under support services.**

Section 28E
Administration, Geneva

Table 15
Summary of requirements under section 28E, Administration, Geneva
(United States dollars)

Resources	
Initial appropriation	101 128 200
Additional resources	101 389 700

99. Additional requirements of $101,389,700 are estimated for section 28E to provide for the cost of office accommodation, office furniture and general operating expenses for proposed new staff in Geneva. **The reductions in staff recommended in the paragraphs above would lead to a consequential reduction of $112,400 under support services.**

Conclusion

100. The Secretary-General is requesting the General Assembly to approve, effective 1 July 2008, under the programme budget for the biennium 2008-2009: (a) the establishment of 152 new posts (5 D-1, 23 P-5, 44 P-4, 32 P-3, 5 P-2/1, 4 General Service (Other level), 17 General Service (Local level) and 22 National Officer posts); (b) the abolishment of 1 post at the level of Under-Secretary-General and 1 General Service (Other level) post; (c) the reclassification of 1 post from the P-4 to the P-5 level; and (d) the redeployment of 3 posts at the P-4 level and 2 posts at the P-2/1 level within the respective budget sections.

101. **Of the 152 posts proposed by the Secretary-General, the Advisory Committee has recommended approval of a total of 135 new posts and one position to be funded from general temporary assistance, to be established from 1 January 2009. As regards the proposed abolishment of the posts of Under-Secretary-General and one General Service under section 11, the Committee's observations are contained in paragraph 51 above. The Committee's recommendations on posts would entail a reduction of non-post resources. Given the lapse in the effective implementation date of 1 July 2008 originally anticipated by the Secretary-General, the non-post resources have been adjusted accordingly (see table 16 below).**

102. **The recommendations of the Advisory Committee would entail reductions totalling $9,327,700 gross ($8,500,800 net), as follows:**

Table 16
Reductions entailed by Advisory Committee recommendations
(United States dollars)

Section	*Post reductions*	*Non-post reductions*	*Total*
9. Economic and social affairs	2 093 500	184 800	2 278 300
10. Least developed countries, landlocked developing countries and small island developing States	193 600	15 500	209 100
11. United Nations support for the New Partnership for Africa's Development	149 100[a]	155 000	5 900
12. Trade and development	1 352 300	183 000	1 535 300
17. Economic and social development in Africa	561 600	453 400	1 015 000
18. Economic and social development in Asia and the Pacific	847 200	233 300	1 080 500
19. Economic development in Europe	176 400	—	176 400
20. Economic and social development in Latin America and the Caribbean	1 102 900	—	1 102 900
21. Economic and social development in Western Asia	398 400	214 100	612 500
28D. Office of Central Support Services	—	372 500	372 500
28E. Administration, Geneva	—	112 400	112 400
Total (net)	**6 576 800**	**1 924 000**	**8 500 800**
35. Staff assessment	826 900	—	826 900
Total (gross)	**7 403 700**	**1 924 000**	**9 327 700**

[a] Increase for post resources, owing to abolition of posts of one Under-Secretary-General and one General Service (Other level) from 1 January 2009 rather than 1 July 2008.

103. **Accordingly, the Advisory Committee recommends that the General Assembly approve total staffing and non-staffing requirements of $16,243,300 gross ($14,723,500 net) for the period from 1 January 2009 to 31 December 2009.**

Annex I

Approved appropriations for the Department of Economic and Social Affairs, the Development Account, the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States, the New Partnership for Africa's Development, the United Nations Conference on Trade and Development and the regional commissions for the bienniums 1998-1999 to 2008-2009, including resources proposed for 2008-2009 for development-related activities (A/62/708)

	1998-1999[a]		*2000-2001*[b]		*2002-2003*[c]		*2004-2005*[d]		*2006-2007*[e]		*2008-2009*[f]		*2008-2009 + A/62/708*	
	Thousands of United States dollars	*Percentage*	*Thousands of United States dollars*	*Percentage*	*Thousands of United States dollars*	*Percentage*	*Thousands of United States dollars*	*Percentage*	*Thousands of United States dollars*	*Percentage*	*Thousands of United States dollars*	*Percentage*	*Thousands of United States dollars*	*Percentage*
Total United Nations	2 532 331.2	100.0	2 535 689.2	100.0	2 625 178.7	100.0	3 160 860.3	100.0	3 798 912.5	100.0	4 171 359.7	100.0	4 196 930.7	100.0
Total Department of Economic and Social Affairs/Development Account/Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States/ NEPAD/UNCTAD/ regional commissions	550 810.6	21.8	524 981.6	20.7	520 388.2	19.8	616 364.3	19.5	678 918.8	17.9	744 058.7	17.8	765 358.0	18.2
Department of Economic and Social Affairs	109 262.3	4.3	113 112.6	4.5	121 043.4	4.6	137 739.4	4.4	157 930.9	4.2	158 384.8	3.8	163 849.5	3.9
Development Account	13 065.0	0.5	13 065.0	0.5	13 065.0	0.5	13 065.0	0.4	13 954.1	0.4	18 651.3	0.4	18 651.3	0.4
Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States	—	0.0	—	0.0	3 055.6	0.1	4 231.9	0.1	5 056.8	0.1	5 440.4	0.1	6 071.1	0.1
NEPAD	5 385.2	0.2	5 883.4	0.2	5 932.7	0.2	9 344.0	0.3	10 791.9	0.3	11 641.9	0.3	11 952.8	0.3
UNCTAD	96 296.9	3.8	87 685.5	3.5	84 858.4	3.2	106 241.8	3.4	111 091.6	2.9	123 746.1	3.0	127 458.4	3.0
Regional commissions	326 801.2	12.9	305 235.1	12.0	292 433.1	11.1	345 742.2	10.9	380 093.5	10.0	426 194.2	10.2	437 374.9	10.4
ECA	87 926.4	3.5	78 455.2	3.1	80 760.1	3.1	95 617.0	3.0	106 011.4	2.8	119 798.2	2.9	122 519.6	2.9
ESCAP	56 167.5	2.2	57 031.6	2.2	52 804.5	2.0	66 644.0	2.1	71 858.1	1.9	83 926.4	2.0	87 110.3	2.1

	1998-1999[a]		2000-2001[b]		2002-2003[c]		2004-2005[d]		2006-2007[e]		2008-2009[f]		2008-2009 + A/62/708	
	Thousands of United States dollars	Percentage	Thousands of United States dollars	Percentage	Thousands of United States dollars	Percentage	Thousands of United States dollars	Percentage	Thousands of United States dollars	Percentage	Thousands of United States dollars	Percentage	Thousands of United States dollars	Percentage
ECE	44 875.4	1.8	40 554.6	1.6	40 605.9	1.5	50 196.8	1.6	54 176.7	1.4	59 917.1	1.4	60 468.1	1.4
ECLAC	87 906.9	3.5	78 857.5	3.1	69 167.4	2.6	80 804.0	2.6	94 630.4	2.5	104 445.0	2.5	107 502.8	2.6
ESCWA	49 925.0	2.0	50 336.2	2.0	49 095.2	1.9	52 480.4	1.7	53 416.9	1.4	58 107.5	1.4	59 774.1	1.4

[a] General Assembly resolution 52/221 A.
[b] General Assembly resolution 54/250 A.
[c] General Assembly resolution 56/254 A.
[d] General Assembly resolution 58/271 A.
[e] General Assembly resolution 60/247 A.
[f] General Assembly resolution 62/237 A.

Annex II

Approved posts in the Professional and General Service categories for the Department of Economic and Social Affairs, the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States, the New Partnership for Africa's Development, the United Nations Conference on Trade and Development and the regional commissions for the bienniums 1998-1999 to 2008-2009, including resources proposed for 2008-2009 for development-related activities (A/62/708)

	1998-1999			*2000-2001*			*2002-2003*[a]			*2004-2005*[b]			*2006-2007*[a]			*2008-2009*			*2008-2009 + A/62/708*		
	Total	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]
Total United Nations	8 792	3 642	5 150	8 926	3 743	5 183	8 919	3 814	5 105	9 119	3 911	5 208	9 637	4 135	5 502	9 923	4 336	5 587	9 998	4 369	5 629
Percentage change versus prior biennium	—	—	—	1.5	2.8	0.6	-0.1	1.9	-1.5	2.2	2.5	2.0	5.7	5.7	5.6	3.0	4.9	1.5	3.7	5.7	2.3
Total Department of Economic and Social Affairs/Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States/ NEPAD/UNCTAD/ regional commissions	2 949	1 326	1 623	2 932	1 325	1 607	2 963	1 360	1 603	3 035	1 394	1 641	2 860	1 415	1 445	2 871	1 424	1 447	3 021	1 532	1 489
Percentage of total United Nations	33.5	36.4	31.5	32.8	35.4	31.0	33.2	35.7	31.4	33.3	35.6	31.5	29.7	34.2	26.3	28.9	32.8	25.9	30.2	35.1	26.5
Percentage change versus prior biennium	—	—	—	-0.6	-0.1	-1.0	1.1	2.6	-0.2	2.4	2.5	2.4	-5.8	1.5	-11.9	0.4	0.6	0.1	5.6	8.3	3.0
Department of Economic and Social Affairs	528	293	235	517	287	230	529	303	226	541	317	224	542	320	222	537	316	221	570	349	221
Percentage of total United Nations	6.0	8.0	4.6	5.8	7.7	4.4	5.9	7.9	4.4	5.9	8.1	4.3	5.6	7.7	4.0	5.4	7.3	4.0	5.7	8.0	3.9
Percentage change versus prior biennium	—	—	—	-2.1	-2.0	-2.1	2.3	5.6	-1.7	2.3	4.6	-0.9	0.2	0.9	-0.9	-0.9	-1.3	-0.5	5.2	9.1	-0.5

	1998-1999			2000-2001			2002-2003[a]			2004-2005[b]			2006-2007[a]			2008-2009			2008-2009 + A/62/708		
	Total	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]
Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States							13	9	4	14	10	4	15	11	4	15	11	4	20	15	5
Percentage of total United Nations	—	—	—	—	—	—	0.1	0.2	0.1	0.2	0.3	0.1	0.2	0.3	0.1	0.2	0.3	0.1	0.2	0.3	0.1
Percentage change versus prior biennium	—	—	—	—	—	—	—	—	—	7.7	11.1	0.0	7.1	10.0	0.0	0.0	0.0	0.0	33.3	36.4	25.0
New Partnership for Africa's Development	19	12	7	23	14	9	23	14	9	30	19	11	32	21	11	33	22	11	36	26	10
Percentage of total United Nations	0.2	0.3	0.1	0.3	0.4	0.2	0.3	0.4	0.2	0.3	0.5	0.2	0.3	0.5	0.2	0.3	0.5	0.2	0.4	0.6	0.2
Percentage change versus prior biennium	—	—	—	21.1	16.7	28.6	0.0	0.0	0.0	30.4	35.7	22.2	6.7	10.5	0.0	3.1	4.8	0.0	12.5	23.8	-9.1
United Nations Conference on Trade and Development	396	229	167	401	231	170	393	226	167	395	228	167	390	230	160	391	231	160	413	250	163
Percentage of total United Nations	4.5	6.3	3.2	4.5	6.2	3.3	4.4	5.9	3.3	4.3	5.8	3.2	4.0	5.6	2.9	3.9	5.3	2.9	4.1	5.7	2.9
Percentage change versus prior biennium	—	—	—	1.3	0.9	1.8	-2.0	-2.2	-1.8	0,5	0.9	0.0	-1.3	0.9	-4.2	0.3	0.4	0.0	5.9	8.7	1.9
Regional commissions	2 006	792	1 214	1 991	793	1 198	2 005	808	1 197	2 055	820	1 235	1 881	833	1 048	1 895	844	1 051	1 982	892	1 090
Percentage of total United Nations	22.8	21.7	23.6	22.3	21.2	23.1	22.5	21.2	23.4	22.5	21.0	23.7	19.5	20.1	19.0	19.1	19.5	18.8	19.8	20.4	19.4
Percentage change versus prior biennium	—	—	—	-0.7	0.1	-1.3	0.7	1.9	-0.1	2.5	1.5	3.2	-8.5	1.6	-15.1	0.7	1.3	0.3	5.4	7.1	4.0
Economic Commission for Africa	562	216	346	570	221	349	572	222	350	572	223	349	526	222	304	540	232	308	565	239	326
Economic and Social Commission for Asia and the Pacific	492	181	311	468	173	295	472	175	297	494	179	315	429	183	246	429	184	245	450	196	254
Economic Commission for Europe	195	114	81	196	115	81	198	119	79	195	119	76	195	119	76	195	120	75	200	124	76

	1998-1999			2000-2001			2002-2003[a]			2004-2005[b]			2006-2007[a]			2008-2009			2008-2009 + A/62/708		
	Total	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]	*Total*	*P*	*GS*[c]
Economic Commission for Latin America and the Caribbean	491	178	313	491	181	310	493	186	307	503	192	311	476	199	277	476	198	278	504	217	287
Economic and Social Commission for Western Asia	266	103	163	266	103	163	270	106	164	291	107	184	255	110	145	255	110	145	263	116	147

[a] Includes redeployment of 13 posts from sections 10, NEPAD (3 posts) and 11A, Trade and development (10 posts) to new section 9A, the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States as specified in documents A/56/645/Add.1 and Corr.1 and 2 and A/C.3/56/L.81.

[b] Increase in total United Nations Secretariat posts and decrease of posts under regional commissions in the bienniums 2004-2005 and 2006-2007 are due primarily to the strengthening of security and safety.

[c] Includes Security Service, Local level, Field Service, National Officer and Trades and Crafts posts.

Annex III

Breakdown of resource implications by budget section

	Budget section (United States dollars)										
	9	*10*	*11*	*12*	*17A*	*18*	*19*	*20*	*21*	*28D*	*28E*
Initial appropriation for 2008-2009	158 384 800	5 440 400	11 641 900	123 746 100	119 798 200	83 926 400	59 917 100	104 445 000	58 107 500	234 054 400	110 551 000
Additional requests for 2008-2009	5 464 700	630 700	310 900	3 712 300	2 721 400	3 183 900	551 000	3 057 800	1 666 600	1 665 400	259 600
Revised estimates for 2008-2009	163 849 500	6 071 100	11 952 800	127 458 400	122 519 600	87 110 300	60 468 100	107 502 800	59 774 100	237 965 500	112 444 600
Delayed impact provision for full costing of new posts in 2010-2011	6 603 500	834 800	988 700	4 312 200	2 203 000	2 716 900	771 400	3 452 300	1 255 500		
Total additional costs with full costing of new posts (at 2008-2009 rates)	12 068 200	1 465 500	1 299 600	8 024 500	4 924 400	5 900 800	1 322 400	6 510 100	2 922 100		
Approved posts for 2008-2009	537	15	33	391	540	429	195	476	255		
New posts proposed	33	5	3	22	25	21	5	28	8		
Proposed posts for 2008-2009	570	20	36	413	565	450	200	504	263		